THE NEWS BULLETIN

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF CANADA

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1930 ANNUAL REPORT
National Council of Young Men's Christian Associations of Canada

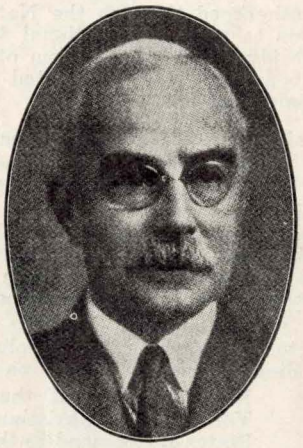
(To be presented to the Annual Meeting of Council)

GENERAL BOARD DIVISION

Mr. H. M. Peacock, Chairman
General Executive Committee

INTRODUCTION

The General Board Division is primarily responsible for all the co-ordinated operations of the Council between Annual Meetings, and the detailed service involved is assumed by a General Executive Committee of fifteen men, including the President and the Chairman of each of the other Division Committees. Specifically it assumes direct or indirect responsibility for financing, staff, relationships with other organizations, immigration service, and all general duties of the organization.



Mr. Jose A. Machado, Ottawa Council President 1929-1930.

The Committee, in submitting the complete Council report for the year 1930, are keenly conscious of shortcoming and ineffectiveness in the light of the ambitions, desires and hopes manifested in the early part of the year and at the last Annual Meeting at Kingston, but nevertheless we are encouraged by the development and progress being made by the Canadian Movement as a whole and express our conviction that no organization in our country excels the Young Men's Christian Association in constructively stimulating the youth of Canada toward building a broader and more responsible type of young citizenship based upon the philosophy of life as lived and taught by Jesus.

The fine status of the Association is due to the loyal support of business and professional men generally, and especially to those who serve on our Boards and Committees, to a distinctly enlarged contribution of service by the rank and file of the membership, to the sacrificial outflow of life and leadership of the employed officers, and above all, to the directing spirit and blessing of the central force of the universe, God, our Heavenly Father.

Notwithstanding the unusual business and economic difficulties of the year, the Association continues to increase, if not in monetary wealth, in the scope and variety of its service, in its ability to secure improved results in growing personalities, in the degree of participation by its members auguring inevitably a greater future, provided all those connected with it, especially its leaders, keep an undaunted courage and abiding faith in God and man.

COUNCIL STAFF CHANGES

During the year important and significant changes have taken place in the secretariat of the Council calling for careful planning regarding future leadership.

Late in the year Mr. Herbert J. Swetman resigned as secretary responsible for Lake Couchiching Park management and financial solicitation in unorganized communities, to accept the secretaryship of the Community Club at Kapuskasing, Northern Ontario. Leave of absence for one year has been arranged for Mr. Swetman, and he thus retains his connection with our brotherhood. The problem of future leadership in these two fields of the Council's enterprise is dealt with by a recommendation in the Lake Couchiching Property Committee report and the financial review.

Mr. J. Howard Crocker, who served the Council with distinction for fifteen years, and the Association Movement in Canada for thirty-nine years, resigned on November 15th, and accepted the highly responsible position of Director of Physical Education at the University of Western Ontario, London, Ontario. The primary reason for Mr. Crocker's resignation was his conviction that having reached the retirement age he should leave active service in the Association and make way for a younger man to deal with the activities of young people. The Committee invited Mr. Crocker to remain with us for a while longer at least, and had so arranged with him, but could not press the invitation in view of the fine opportunity which opened up to him. We are very glad to report that arrangements have been made with Mr. Crocker to give us part time volunteer service throughout the winter of 1930-1931. **No steps have been taken to secure a successor, and the Executive Committee recommend that this matter be left in abeyance until the summer of 1931 when the matter of staff adjustments will be reviewed in the light of major changes taking place at that time.**

The Council and other Association friends have honored Mr. Crocker in a tangible way, but the Annual Meeting should go on record expressing their appreciation of the services of a man who has been one of the most useful and influential characters ever serving the Canadian Young Men's Christian Associations.

During the year, the Executive Committee, upon the recommendation of the General Secretary after counselling with a representative group of laymen and secretaries, as well as with individuals, and with the unanimous approval of the present staff, invited Dr. E. M. Best, Professor of Religious Education in the United Theological College, Montreal, to become General Secretary of the Council, and wish to report that the invitation has been accepted, the position to be assumed July 1st, 1931.

The Committee believe that Dr. Best is probably the best qualified man anywhere to give leadership to the work of the Council, and especially do they feel that in matters pertaining to the program activities, to relationships with

the church and other organizations, to the place in years ahead of the Association Movement in Canadian life, as well as in prophetical foresight, we have called a man who can lead into a large and better future.

Dr. Best has been closely identified with the Association for more than twenty years as a student in Springfield College, Secretary in our War Work activities, member of the Peterborough and Montreal Boards of Directors, and as Chairman of our National Personnel Division.

This Annual Meeting is therefore asked to formally endorse the action of the General Executive in this important step taken during the past year.

The Committee wish further to report that a careful review of staff matters will necessarily have to be made during this year, and adjustments, and possibly changes, made in personnel if deemed advisable to meet the Council's needs. In this connection the question has been again raised about re-establishing in a limited way Regional offices for Western Canada and perhaps the Maritime Provinces, with a Secretary in charge, involving a decentralization of the staff but continuing centralization of finances at Toronto headquarters.

CO-OPERATION WITH OTHER ORGANIZATIONS

The General Board Division is primarily responsible for carrying on negotiations and maintaining relationships with other organizations, both within and without our country, and this is accomplished through representative laymen and secretaries. Special projects with our two allied organizations, the Young Women's Christian Association, and the Student Christian Movement, are referred to under independent headings.

In our own family circle the two bodies with whom we have a great deal to do each year by correspondence and conferences are the World's Committee, and the United States National Council, as well as to a lesser extent, National Councils of other countries around the world.

World's Committee

The contact during the year has been an especially close one in view of the World Conferences to be held in Canada and the United States in the summer of 1931. One member of our staff spent the month of February 1930 at the World's Committee headquarters, Geneva, Switzerland, co-operating with other national leaders in studying initiatory plans for the program of the forthcoming conferences, and another staff secretary, probably with a layman, will be going to Geneva for February of 1931, on the same kind of fundamental task.

Letters and literature have flowed almost constantly between our office and Geneva, and in turn much of the material was relayed to our local organizations. There are to be three separate conferences in connection with the World gatherings, namely, 3rd World's Assembly of Workers with Boys, Toronto, July 27-August 2, 1931, 1st World's Y.M.C.A. Assembly of Young Men, Toronto, July 27-August 2, 1931, and the 20th World's Conference of the World's Alliance of Y.M.C.A.'s, Cleveland, August 4-9, 1931, and associated therewith the 43rd International Convention of the Associations of Canada and the United States, Cleveland, August 5-9, 1931.

Delegates to World Conferences

Of the 1,500 representatives from over forty different countries who will attend the World Conferences (an undetermined additional number will go to the International Convention), Canada is officially entitled to 80 to the Boys' Assembly; 60 to the Young Men's Assembly; and 120 to the World's Alliance Conference. Quotas for the different provinces have been set, and processes are under way for choosing a cross section of boys, young men, and adults from our movement to represent the Canadian Associations. The contribution we will make and the benefit we will reap depend upon the quality of our representation, and members of the Council are asked to give us their support and assistance in helping to find and send the very best persons.

Programme of World Conferences

Preliminary study is universally going on this winter in local Associations on themes which will be discussed at the Conferences. These studies, ninteen in number, have been prepared and issued by the World's Committee in pamphlet form, and in content and design are admirable for use by any Association group, and should be generally used. As indicative of their world-wide nature and the sweep of the material, we list some of the titles herewith:

The place of Bible Study in Association Work.

What should be the policy of the Association in International Relations—Peace.

What should the Association do in inter-cultural and inter-racial Relations?

The Association and its relationship to Labour and Industrial problems.

Reflection on the Message and Mission of the Y.M.C.A.

What is membership in the Y.M.C.A.?

Leadership in the Y.M.C.A.

The Content of a Young Men's Program

Association Work for Boys.

A very slight degree of imagination reveals how vital are such subjects and how influential such a world's gathering will be on the future life and development of the Young Men's Christian Association.

Finances of World Conferences

The Toronto Association has very generously offered to provide a fund of from $15,000 to $20,000, to care for the board and lodging of all the delegates from outside North America. The Association boys throughout our country have raised a "BE OUR GUEST FUND" of $3,500 to assist in bringing boy delegates from abroad. The brotherhood through the National Council will be called upon to raise an additional $5,000 to assist in the travel subsidy for delegates from other lands and to meet some expenses which are expected to be assumed by the entertaining nation.

United States National Council

Close geographical proximity, similarity in the needs of young people of both countries, strong bonds of friendship, the organical co-operative Foreign Work enterprise, and the availability of their Financial, Architectural, and other Service Bureau secretaries to our Associations, keep us constantly in touch with the United States Council, resulting probably in more benefit to us than to them.

At the Annual Meeting of their Council held last October the following resolution was adopted by them calling for action on our part:

> BE IT RESOLVED that the National Council of the Young Men's Christian Associations of the United States recommend to the next International Convention the following action for its approval:
>
> BE IT RESOLVED that the National Council of the Young Men's Christian Associations of the United States may define the qualifications for membership in the Council for its member Associations and the requirements for their representation therein, and, further, that any Association which is or may become a member of the National Council of the United States shall thereby be entitled to send delegates to the International Convention, provided such delegates from member Associations of the National Council of the United States conform to the personal requirements for representation in the International Convention.
>
> BE IT RESOLVED that the National Council reaffirm its desire to preserve its historic relationship with the National Council of the Young Men's Christian Associations of Canada, in mutual fellowship and service, and that copies of this resolution be forwarded to the National Council of Canada for its consideration.
>
> **BE IT RESOLVED that this resolution be presented to the International Convention after consideration by the National Council of Canada.**

Religious Education Council of Canada

This is a co-operative organization of all Protestant churches, the Young Women's Christian Association, the

Young Men's Christian Association, and the Student Christian Movement engaging in the full range of religious education from childhood, through adolescent girlhood and boyhood to adulthood in the church, Christian associations and the university, and representatives of all these bodies spend a great deal of time together throughout the year in sharing experiences and viewpoints, pooling services and enriching their programmes to the distinct benefit of each and the advancement of the Kingdom of God.

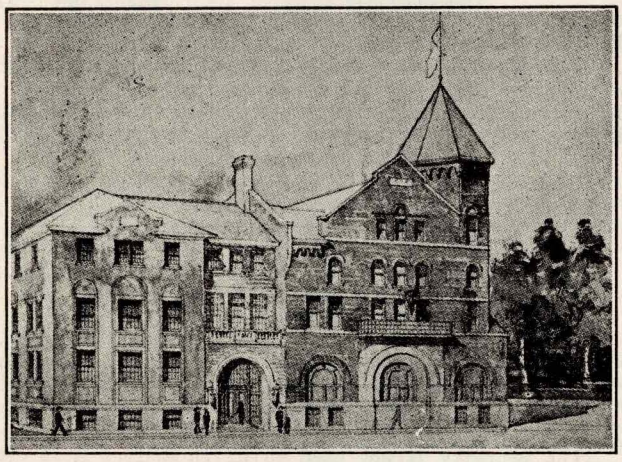
Social Service Councils

A rather limited amount of time and attention has been given by the Council to association with these valuable national community enterprises. Lack of personnel strength has hindered our assuming a fair share of our responsibility.

The Church

During the year it has been noticed that the opinions of a number of Association leaders, both secretaries and laymen, have been finding expression on the matter of more satisfactory arrangements or relationships with churches, and especially their national organizations. Our organic independence is precious to us, but an attitude of forgetfulness or indifference to the church may beget a like result elsewhere leading to unfortunate competition. Some church leaders are not only sympathetic with but are supporters of our enterprise, a number seem to be indifferent or unconscious of our existence, a few are antagonistic, and it is apparent that both of us lose for lack of fraternal understanding and unity, with an accepted scheme of practical working co-operation.

As a Council, we should inaugurate a serious, persevering effort to develop a mutually satisfactory working relationship with all national and provincial denominational bodies to the end that exclusiveness and competition be overcome, and the purpose which is common to both of us, that of the enlistment of youth in the Christian life and the building up of complete Christian character, be realized co-operatively in much larger degree. **It is recommended that a commission be appointed to give special study to this matter in 1931.**



Peterborough Building and Addition.

SERVICE TO LOCAL ASSOCIATIONS

From the standpoint of the functions of the General Board which have mainly to do with organization and administration matters, the Council, through its secretaries, has conferred, counselled and assisted 20 local Associations in organization, financial and membership campaigns, and conferred on expansion opportunities with many others. Special attention is called to some developments during the year in local centres as follows.

In Montreal, Quebec, a fine new branch building has been opened, another branch projected, and a large addition is being erected in connection with the Central building, and when these are completed no city in Canada, and few in the United States of similar size, will have such firstclass equipment.

In New Westminster, British Columbia, a large $50,000 addition to the building containing gymnasium, bowling alleys and other recreational features was opened resulting in a remarkable flow of the young people of the community to the Association building.

In Peterborough, Ontario, $140,000 was raised for a building addition to contain extra dormitories, gymnasium, swimming-pool and enlarged social facilities, and it is expected the opening will take place in the spring of 1931.

At Sydney, Nova Scotia, and London, Ontario, some preparatory progress has been made with respect to new have not begun but will probably take place in 1931.
joint Y.M.C.A. and Y.W.C.A. buildings. Actual operations

In at least three other centres, and probably elsewhere, quiet negotiations are going on respecting either new buildings to replace the old, or additions to present buildings, and the next few years, if business conditions are normal, will likely see a considerable advance in building matters.

One organization—Oshawa, Ontario, closed its doors even though earnest efforts were made by the Council to re-organize and re-establish, but on the other hand some interest was expressed at two or three points where our organization has been operating under other auspices, or closed altogether, toward restoring or re-opening as Young Men's Christian Associations.

Home Extensions

We were not able to effect any new organizations during the year, but some negotiations with respect thereto involving staff visits, took place to 10 places. This home mission task is one of our most pressing and important Council functions, but we do not seem to have been able to give the matter enough secretarial attention, and the scheme of two years ago to relate local Associations to nearby places has so far appeared to be impracticable. One of the hindering factors in making progress is the lukewarmness and sometimes definite opposition of church leaders to the establishment of a new Y.M.C.A. organization in their communities. The question arises should we confine ourselves to the larger urban communities, and leave the churches to provide the equipment and leadership in smaller centres under 250,000 population?

Another serious difficulty encountered is the high costs of buildings and the annual amount needed by public subscription to keep the organization active both of which are always cited by individuals with whom we confer.

CO-OPERATION WITH Y.W.C.A.

Mr. J. G. Taylor, Committee Chairman

The responsibility of the joint National Committee steadily increases in volume and importance. The principle of local co-operative work between the Young Women's and the Young Men's Christian Association finds enlarging acceptance almost everywhere in our country, and efforts by both organizations all along the line to unitedly carry on some phases of work together are more and more evident. At all points, at least in the smaller communities, where new units are being considered, a definite policy of joint approach is accepted by both National Councils and local organizations with a view to a single building, and at some points where each is organized with separate buildings definite study is being carried on regarding the possibility of uniting under one roof. At other places where the Y.M.C.A. building has fairly complete equipment and the Y.W.C.A. quarters are inadequate, arrangements have been or are being made to assign a portion of our buildings for Y.W.C.A. purposes, the most notable illustration being at Sault Ste. Marie, Ontario, with a similar idea under consideration at Fort William, Ontario.

The Committee has spent time and given considerable thought to situations at twelve different places in the past year, some of them many times, with a measure of satisfactory results to both the local and national organizations. Experience has shown that co-operative planning and active functioning locally and nationally by the two organizations are not as expeditiously or freely carried on as is the case of an independent self centred policy, but as in all international relationships, social enterprises, and indeed among individuals, co-operation calls for the exercise of sacrifice, magnanimity and patience leading

finally to integration of the attitudes of all, which illustrates the best Christian philosophy. If hard and fast organizational or personal opinions are allowed to predominate, not only does failure to accomplish anything worthwhile result, but educational and spiritual development is nullified. Tolerance, respect for the historical tradition of each organization, and for personality, together with a sincere wholehearted desire to serve the needs of all young people, male and female, are absolutely necessary to progress in this field of experimentation.

Two special projects of the year deserve particular mention. First, an Ontario inter-Association Y.W.C.A. and Y.M.C.A. Conference on co-operation, with representatives of both organizations present from 15 centres. The scope of the conference ranged from a presentation of world-wide aspects of the co-operation idea and a description of the types of co-operation now in effect in Canada, to a close-up study of the problems in the field of organization; building and facilities; program situations where there is no joint building; where the physical work for girls is directed by a man; where both Associations have building and equipment; and in addition, the kind of training and attitude required by secretaries of both sexes in this co-operative enterprise.

Valuable interchange of experience in present practices took place and the principle of the two Associations progressively working closely together by consultation, conference and experiment was strengthened and re-approved.

The conference unanimously went on record in expressing their opinion that male leadership in physical education for women and girls cannot be regarded as the most suitable and effective procedure, and that every endeavor should be made to engage women leaders for this activity.

Second, a mail inquiry of our Young Men's Christian Associations with reference to the local practice of the Y.M.C.A. regarding direct independent service by them to women and girls. Unfortunately, only 30 Associations, less than 50%, of the total replied, but the data supplied as follows is interesting and perhaps significant:

Associations carrying on work for women and girls	Yes 15; No 15;
Number of women and girls served	About 3,000
Issuing Y.M.C.A. membership cards to women and girls	Yes 6; No 24;
Who directs the work—man or woman	Man 13; Woman 3; Both 2;
Supervision of work by man or woman	Man 13; Woman 4;

JOINT COMMISSION STUDENT CHRISTIAN MOVEMENT, YOUNG WOMEN'S CHRISTIAN ASSOCIATION, AND YOUNG MEN'S CHRISTIAN ASSOCIATION

This Commission was appointed at our Annual Meeting of two years ago, with the idea in mind of trying to discover some plan of closer relationship with each other in a federation or possibly an amalgamation.

Three meetings of the group have been held during the year, and some progress has we believe been made in ascertaining the issues and problems that emerge. For instance, it is the unanimous opinion that it will be impossible to suggest any definite proposition to the three organizations concerned until a thorough study is made of the backgrounds, philosophy, principles and practice of each organization, also the relationship which we bear to other Christian bodies in Canada, particularly the church. Each society is so overloaded with its own responsibilities that it is out of the question to assign the necessary time of one of its secretaries to lead in such a survey, and its very nature requires single leadership. In addition, the Commission believes that a much more accurate unbiased statement of the situation will be obtained if an independent person were to undertake this task, and consequently **it recommends that an attempt be made to interest a research society in making this survey for us with their own leadership and at their expense.**

LAKE COUCHICHING PROPERTY

Mr. Norman B. McKibbin, Committee Chairman

Our attractive Summer Park ground again demonstrated its usefulness to our organization as the headquarters for summer schools of Y.M.C.A. employed officers, church organizations, and as a vacation resort for secretaries, ministers, and laymen.

There is no doubt whatever but that the Movement possesses not merely a beautiful and valuable property on Lake Couchiching, but it is also a fact that its use for purposes of religious education and recreation is exceedingly valuable, and that for more than twenty years past the place and programme carried on have been a source of educational enlargement, spiritual deepening, and physical re-invigorating to many individuals and organizations. Its operation, however, both from the managerial and financial standpoint, constitutes one of the most perplexing problems which the Council is confronting today. The earnest support of the members of the Council and the local Associations is needed at the present time in helping to solve the difficulties.

Attendance

The use of the grounds in 1930 was 191 less than in 1929, but about the same as in 1928. The distribution according to organizations was as follows:

	1930	1929	1928
Young Men's Camp	22		
United Church School	126		
Ontario Religious Education Council	100		
Baptist Church Assembly	81		
Church of England Women's Auxiliary to M.S.C.C. School	52		
Anglican Young People's Association	159		
Ontario Girls' Work Board School	35		
Miss Fauld—Girls' Camp	15		
Ladies' Auxiliary Y.M.C.A. Conference	40		
Y.M.C.A. Schools	94		
	724		
Cottagers and transient guests	240		
Grand Total	964	1160	976

Property Upkeep

Through funds provided in the regular budget and the expenditure of an additional approved grant, a number of improvements indicated as follows were carried out during the year, all of which proved very beneficial:

1—Underbrushing of entire grounds.
2—Opening two new sections of road.
3—Paths extended and surfaced.
4—Levelling of ground and tree planting.
5—Lodge remodelled, new plumbing installed, painted and decorated.
6—Alteration of a clossroom for a library.
7—New cottage equipment furnished.
8—Painting of several main buildings.

The grounds and equipment are in better shape now than for some time past, but nevertheless as most of the buildings are old, constant annual expenditure is needed for upkeep and replacements.

The property is not used to its capacity. It is estimated that the percentage of occupancy of the buildings in the main park for the past three years, with the exception of the 34 cottages which are always used completely, is as follows: 1928, 38%; 1929, 46%; 1930, 45%. Each organization requires exclusive use for the period of its school, as grave difficulties in the use of classrooms, auditorium, etc. occur where there is any overlapping of such, and as school attendances for the past three years seem to be at about a normal level without much opportunity of bringing new organizations in during the available two months, we are confronted with the problem of securing an increasing capacity use of our equipment by the organizations now using the grounds.

Finances

It is a great disappointment to the Committee to have to report that this year's operations show the largest

deficit we have ever had. In 1928 when the attendance was about the same as this year, the shortage was about eight hundred dollars less. The actual deficit for this year is approximately $3,435, plus an additional unbudgeted but authorized expenditure on improvements of about $825, a total of $4,250 (plus an amount of $1,510 for repayment of cottage loans, which will be completely repaid in 1931) and the accumulation from recent years, which brings our total current deficit to the end of the year 1930 to about $11,500. (Detail will be provided in the Council's financial statement.)

The capital debt on the property consists of a mortgage of $35,000, with an annual sinking fund provision payment which will automatically retire $25,000 of the amount in the year 1936. The financial requirement of meeting both carrying charges and interest etc. on this large indebtedness made up the annual operating losses of the past five years, as follows:
1926, $865.74; 1927, $ 723.02; 1928, $2,771.33
1929, $277.61; 1930, $4,526.39; totalling $9,164.09
has caused the Committee serious concern. It was finally decided that steps must be taken to create a substantial reduction in operating costs. The method by which it is proposed to accomplish this end is by combining the business management of the property with the bookkeeping and accounting duties of the Office Secretary at the Toronto office, the appointment of a small sub-committee of laymen to direct all administration and financial matters, the general supervision and negotiations with other organizations to be undertaken by the General Secretary of the Council. It appears to be fairly certain that in this way the operating costs can be brought down and that with stronger endeavors to increase income it should be possible to balance the future budgets of this enterprise.

In keeping with the above plan it is recommended that the present committee be discontinued and that the small administration committee become responsible to the General Executive.

The future satisfactory use of the Lake Couchiching grounds depends upon our ability to solve four important factors, namely,

1—Increased use by present church schools.
2—Interesting new organizations and individuals in making it their summer headquarters.
3—The possibility of our Association establishing some new type of conference and the enlarged continuance of our Y.M.C.A. school for employed officers.
4—Reduction of annual operating costs.

FINANCIAL REVIEW

Mr. Chas. Bauckham, Treasurer

The support rendered by the local Associations toward the budget of the Council is the outstanding feature of our financing, and it is doubtful if any National movement throughout the world secured so large a proportion of its income as that provided by our Canadian Associations.

Approximately 80% of our subscription needs comes directly from the treasuries of local Associations, and in only one instance where it is fully justified by the circumstances are we required to raise from individuals all of the amount provided from that centre. There are two additional cities where the local organization does not provide the full amount of the allotment and where we therefore are required to raise a supplementary amount from individuals. Twenty Associations accepted the 15% increase in allotments approved at the last Annual Meeting, the total extra amount realized being about $1,200, but on the other hand one large Association decreased its subscription 30%, partly on the ground that its allotment was unfair in comparison with other organizations.

One of the most perplexing problems we face is that of trying to find some suitable basis of making allotments to local organizations, but so far no such scheme has been discovered which would be as satisfactory as the present system, which takes into account the factors of status in the community, strength of leadership, capital debt, and past historical practice. Some Associations are inclined to feel that others in cities of about the same size and with about the same number of members are not bearing their share of the responsibilities. However, to apply exactly the same basis of calculation to each Association on such factors as population, property valuation, annual expenditures, membership and indebtedness, would be a purely mechanical device and would fail to take into account the more fundamental qualitative elements now taken into account, and would result in greater injustice and be more unsatisfactory.

The financial statement for the year will show that we have been able to meet all our expenditure obligations in the regular departments (exclusive of Lake Couchiching property which is supposed to be self-supporting, and which is reported on elsewhere), but without overtaking any of the $4,300 deficit incurred in 1928 and 1929. It had been expected that this deficit would be overtaken during the year, and if the policy of permission to appeal to individuals in Association centres had not been disapproved by all local Associations, we would have been able to entirely care for the carried-over amount, judged by the results of 1929 in this connection.

This question of freedom by the National Council to secure personal subscriptions in Association centres still remains a leading factor in our financing and should again engage the attention of the Council. **It is recommended that the policy adopted last year of increasing the allotments by 15% (except in the case of Associations accepting the increase in 1930) or permission to solicit personal subscriptions, be reaffirmed.**

The budget of 1931, exclusive of Summer Park, will require an amount equal to the expenditures of 1930 which total approximately $63,000, and to keep it at that figure **it is recommended that the part-time budget of a secretary for solicitation of subscriptions in unorganized communities be eliminated**, and that we endeavor to undertake this responsibility through other staff members and by mail, and to include only a half year's budget for the new General Secretary elect, and a reduced budget for the Physical Department in view of a secretary being available for only part of the year. This means that we will need to look forward to a budget in 1932 on the basis of our present organization of about $70,000.

There is a special financial obligation facing the Council in 1931, namely, the securing of the fund of about $8,500 needed in connection with the World Conferences to be held in Toronto and Cleveland next midsummer, referred to in another part of this report. **It is recommended that a special committee be appointed with responsibility of raising this amount outside Toronto.**

PORT IMMIGRATION SERVICE

During the year a total of 328 liners arrived at Quebec, Halifax, and Saint John, with a total number of passengers on same of 118,778, including 7,802 young men destined to Canadian centres where we have branches of the Young Men's Christian Association.

The Secretary of the Council was always on hand to greet all the young men arriving and accord each a hearty welcome and render such timely assistance as was possible. This service includes—sending telegrams, giving individual advice, securing temporary lodgings for those stopping over, advice re train connections, or work, or detentions, assisting with baggage, and helping to minimize the worries growing out of misunderstandings on the part of people from overseas when first arriving.

Although settlers during the year consisted of almost fifty races, they were all very much alike in a few respects, viz., they all appreciated a hearty welcome. Almost every one responds to a smile and a cheery word and to such kindnesses as described above.

Printed Y.M.C.A. greetings and important instructions were also given to all the British, German, Danish, Swedish, Norwegian and Finnish settlers. Those going to cities were given the name of the local secretary and the assurance that he would not only be pleased to meet them but would be delighted to encourage them in any way possible.

No amount of original strangeness and unfamiliarity can keep them from loving Canada if finally they find it worthy of their love. Every human being, no matter what his color, faith or class, has a right to earn the respect of his neighbor and his community by virtue of what he himself is. Because racial characteristics are largely determined by environment, has not the average branch of the

Young Men's Christian Association a tremendous opportunity? The problem of assimilation is ours rather than his. Our magnificent programs will not hold him unless we make him sure that he is welcome. There is a danger that the immigrant may accept the lower rather than the higher things in our Canadian life.

The following are abstracts of a few letters of appreciation received by our Immigration Secretary:

From E.J.K., at Montreal Y.M.C.A.: "I am a lot of words short to say how kind and willing to help, you and every one were in Halifax when we arrived. I thank you very much for that."

From Ludwin E., at Calgary: "I am Danish but came to Canada last March. In your office you gave me a hearty welcome and also a "Y" buttonhole badge. I have a job and am helping in our church choir. I want to thank you for all the Y.M.C.A. has done for me."

From James E.B., Manchester, England: "This letter is from the fellow who on October 2nd came to his senses and realized his place was at home, thus giving his mother the comfort he was in danger of depriving her. My action has already received its reward. The look of happiness on my mother's face amply repaid me, as in that moment of re-union I experienced a feeling of wonderful content. This reads very poetical, but I cannot express myself otherwise. I sincerely wish to thank you for your kind understanding which at that time I think I needed more than anything else in this world—an understanding heart. Again, sir, I thank you and trust that you may prove as great a comfort to other fellows who find they have made a mistake."

From Mrs. J. S., Oberweimer, Thuringen, Germany: "Just to say they have forwarded your letter, and I will not hesitate to thank you for your prompt answer regarding our son Peter. I thank you also in my husband's name for all the information you gave me."

From the Boys' Work Secretary, Aberdeen, Scotland, upon arrival at the Hostel, Norval, Ontario, from Quebec: "You will be glad to hear that we arrived all safe at the Hostel. We had a very comfortable time on the journey, and the railway authorities were most obliging. I am very much obliged for the wonderful assistance with the passing of the party through Quebec and want to thank you for all you did. Au revoir."

(The Y.M.C.A. Migration Department of Great Britain and the United Church of Canada are materially assisted at Quebec by the Port Secretary in many ways when their large parties of boys come out to take up farm service.)

RAILROAD DEPARTMENT

Mr. George Hodge, Chairman

R. C. Vaughan, Vice-Chairman

Introduction:

Mr. Fred W. Ramsay, General Secretary, National Council Y.M.C.A. of the United States, in his introduction to "The Story of the Railroad Y" by John F. Moore, just off the press, made this very significant statement:

> "Here is a narrative of one of the most interesting episodes in the history of Christian social service—an account of a great Movement's friendly intervention in behalf of a body of American workmen whose collective service to the prosperity and well-being of our people must ever stand as one of the most inspiring chapters in the story of America's industrial advance. Sixty years ago the Young Men's Christian Association inaugurated a service to railroad men and a service by railroad men to others which challenged industrial America to take account of human values as of paramount importance. It challenged the industrial world to take account of the place of character in industrial success. In pursuit of these ideals the Association has rendered a service of immense value to employer and employee for it has brought each to a conscious concern for the well-being of the other. It has materially aided in deepening the sympathy and understanding between capital and labor. It may rightly take its place among the most constructive of forces making for a better industrial life in the nation and in the world."

The Railroad Executive Committee:

In giving general supervision and direction to the work of this Department, the Committee held several meetings during the year. Some of the most important matters given careful consideration were the following:

—The administrative and financial status of each local Association as revealed in the monthly reports.

—Programme activities commensurate with the needs and possibilities of the entire field.

—The practicability of holding a second conference of younger men of the Canadian Railway Lines, general plans for holding same, and methods by which results might be conserved.

Service to Local Associations:

It goes without saying that a primary function of the Railroad Secretary is to keep in the closest possible touch with each local unit. This has been done by visitation, monthly statistical and financial reports and by correspondence. The visits afford an opportunity for intimate conference with the staff and committeemen and in many cases with the members and their families because of the banquet and social programme which is carried out on the occasion of these visits. Other members of the National staff and some city General Secretaries have co-operated in visits to Railroad Associations.

Co-operation by Railway Officials:

Officials of both Railways at headquarters in Montreal and Winnipeg, and District and Divisional officers all over the Systems gave readily of their time and practical efforts to make the work a success. This constitutes a challenge to the 'Y' leaders and to the employees to render their maximum co-operation.

Schools and Conferences:

The Second International Transportation School, attended by 60 Railroad Secretaries, was held at Silver Bay, N.Y.. July 16-30. In addition to the study of technical Association subjects, we were led in our discussions on general problems by several leading railway executives who have for years had close contacts with the railway work. Mr Roy V. Wright, Managing Editor of Railway Age, gave general oversight and leadership in connection with the discussion of outstanding problems of the Railroad Department.

Couchiching: A number of the Railroad Secretaries joined with the employed officers of the other departments in a carefully-outlined course of training to better qualify themselves to give up-to-date and strong leadership to the work in their respective fields.

Second Conference of Younger Men, Canadian Railway Lines: This noteworthy event carried out with the full approval and backing of the chief Railway Executives was held in Winnipeg, June 13-15. The attendance was made up of 148 younger men, 139 from 47 railway points in Canada and 9 from 7 railway points in the United States. The leadership of the conference was in the hands of conference officers elected by the young men, assisted by the following: 23 Railway officers, 13 Railway and City Secretaries and 5 Travelling Secretaries.

Since the proceedings of this history-making event were printed and widely circulated, we do not deem it necessary to make reference to same at great length.

A railroad officer said: "Looking back on the conference and our meetings prior to the conference, I realize that I have never before taken part in any activity which gave me so much pleasure or from which I received so much food for reflection."

A delegate said: "What I learned from the conference will last me as long as I live. It taught me the meaning of character, personality, success and many other things. It has helped me in my every-day work and has also helped me to study and concentrate."

Clubs for Younger Railway Men:

As a result of the Montreal Conference held in 1928 the Montreal delegates organized a "Crest" Club for younger men of all branches of the service for purposes of social, intellectual and general character development. This Club has been very successful and is now in its second year of history.

Second Conference Younger Men, Canadian Railway Lines.

As a result of the Winnipeg Conference, six clubs have been organized west of the Great Lakes, namely: Kenora, Winnipeg, Regina, Moose Jaw, Medicine Hat and Calgary. Active steps have been taken to organize in Vancouver. An interest has been manifested in Edmonton and Fort William.

These clubs are self-governing and should contribute helpfully toward an improved and enlarged life among the younger generation of railroad men, and thus strengthen the leadership of the future.

Special Enterprises:

1—**Prince Rupert.** The Mayor and other representative citizens of this far-away town of 7,500 began negotiations with us early in the year with a view to establishing, if possible, a Y.M.C.A. work for their town. As a result of two visits, one in June and the other in November, a general committee, representative of the whole community, was formed to give leadership to the enterprise. Subsequently a Building Fund Committee was organized and a decision was reached to launch a campaign at the earliest opportune moment for the sum of $50,000 to provide a modern Y.M.C.A. building with social, educational and committee rooms, bowling alleys, gymnasium and swimming pool. No town in Canada is in more urgent need of these facilities. Mr. W. H. Tobey, Superintendent, Canadian National Railways, is Chairman of the General Committee, and Mayor Orme is Chairman of the Building Fund Committee.

2—**Hornepayne.** A good deal of time was given early in the year in a study of the kind of building and facilities required to meet the needs of the railway men and their families in this isolated community. This effort was made on the request of the Railway officers concerned Plans and estimates were prepared but owing to business conditions the matter had to be left in abeyance.

3—**Medicine Hat.** A partial study was made of this community and negotiations are still proceeding in the hope that something practical may be done.

Acknowledgments:

The Executive Committee and Travelling Secretary acknowledge with sincere appreciation the fine co-operation of all the local Boards of Management, the Secretaries and their staffs, and the membership as a whole in the achievements of the year 1930.

We regard your team play and your moral and financial support as indispensable to the success of this Department.

We are deeply conscious of the fact that in spite of our weaknesses and failures our Divine Father has graciously seen fit to use and bless what we have placed at His disposal.

HOME DIVISION

Mr. R. G. Dingman, Chairman

Introduction

The particular function of this Division is that of serving the local Association by giving assistance to staffs and committees with respect to objectives, program, evaluation of the quality and effectiveness of activities, and research and experimental service in this realm of Association work, through three organized sections, namely, Men's Work, Boy's Work, and Physical Education.

Prior to the past year of 1930, the secretarial staff of this Division included four men, an executive secretary and a secretary for each phase of the work—Men's, Boy's, and Physical—but, as a measure of economy, the first named position was dispensed with in May, 1929, and the General Secretary of the Council was charged with the responsibility. The activities and services of the three departmental secretaries indicated have been larger in scope and, we hope, increasingly more useful, but for want of time the General Secretary has been unable to give leadership in connection with general objectives of the Division and with the co-ordinating functions, and our service has consequently been seriously curtailed.

The Committee calls attention to the following special projects and issues.

Week of Prayer and World Study of Jesus

All Associations were reminded of and urged to observe the Week of Prayer which is of world-wide simultaneous character, and information regarding the themes, with suggested methods of observance, were provided to each suggested methods of observance, were provided to each. Some Associations in the country set up constructive and worthwhile plans, a small number of others feebly recognized the occasion, but the large majority made little or no attempt to engage their members in this life-creating, life-inspiring, and life-deepening individual and group exercise. A large number of Association leaders have a conviction that spiritual power will not flow freely and refreshingly in our Movement until it is recognized that tremendous resources await us in personal and organizational meditation and fellowship in prayer with God our loving and listening Father.

The three year world study of Jesus, planned by the World's Committee was completed last spring. Participation therein by Canadian Associations was meagre but did definitely revive and stimulate group study of this character.

Association Purposes and Message

In the light of the last annual report the Committee progress during the year on this compelling issue, has been unsatisfactory, mainly for want of adequate secretarial leadership. Contact, however, has been maintained with the United States Council's Commission on the subject and some study has been made of their findings. Accompanying this report is a copy of their Commission's tentative report which we plead with our members to thoughtfully read and study. The World's Com-

mittee have also published a study pamphlet on the Mission and Message of the Y.M.C.A. as a basis for consideration at the World Conferences next summer.

We quote the definition on the Purpose of the Association suggested by the United States Commission in their tentative report and raise some questions thereon for the consideration of the brotherhood.

> "The Young Men's Christian Association is a fellowship whose primary purpose is to win boys and men to Jesus Christ, to associate them in Christian living, and to help them to discover and to accept the full meaning of Christian discipleship for their own lives and for society."

Is it true to the facts to claim that our essential character and primary aim remain the same? Granted that in the light of scientific study and increasingly complicated relations of life our conceptions of Jesus and His teachings as the central focus of Christianity have widened to include not merely personal allegiance but responsibility as Christians for causes in social conditions, do we not honestly have to admit that the things which have primary place in our Association thought have been buildings, finance, methods, organization, and not, except perhaps intermittently, awareness of God as the deepest need in life of our membership and of our communities? The spirit of love springing from fellowship with God and Jesus is in us, but it is often subconscious only, and takes a secondary place in our thinking and planning, obscuring and dimming our original concern and skipping entirely or feebly striking the note of personal committment to God in our message.

Two realistic hindering factors seem to enter into this situation, the first one involving a lack of religious certainty and passion on the part of leaders, employed and volunteer, and the other, the heavy demand of time and energy machinery and organization which tends to submerge the main fundamental objectives.

World conditions in the industrial, economic and international realm are upsetting and the cause of forgetfulness of spiritual culture, but the difficulties therein are driving people to seek the eternal principles underlying all problems, and the Association as a Christian movement today faces an obligation and an opportunity in convicingly and enthusiastically emphasizing the fundamental remedy to be found in the application of Christian principles and the practise of the Christian spirit to all life situations, individual and community in character.

It is recommended that the dominant task of all Associations for this year be that of personal and group consideration of our Message and Purpose.

State of local work

According to the last Year Book, we have increased the number of enrolled members by 4.8%, and in addition there is a steady enlargement of service, especially to boys who are not enrolled as members at all according to the accepted formula of fee payments. These figures on membership however should be supplemented in view of the fact that the report was for the year ending April 30th, 1930. The unfortunate fact is that during the remainder of this calendar year, and especially this fall, numbers of members and consequent income have slumped seriously because of the economic and unemployment situation now existing. The parents of boys and many young men are unable to meet the outlay for fees, and both in dollars and personnel totals our recorded figures are declining. This does not necessarily mean that those who have not cash are denied our services for the use of buildings is greater this fall in face of decreases in figures. The question does arise though about the relation of our organization as a Christian movement to the causes that underlie business depression with consequent idleness, and also as to our responsibility to the mass of out-of-work boys and men whose characters as well as pockets are affected by existing conditions.

It is recommended to our local Associations that wherever older boys and young men are unemployed, especially those away from their homes, we recognize a definite responsibility to serve them and to co-operate with other organizations in relieving the conditions.

We would call attention to the positive way in which anti-Christian societies like the Communists take advantage of such conditions as exist at the present for the active promotion of non-Christian doctrines **and recommend that the Association accept responsibility by organizing its members for study of the Christian principles that are applicable to such problems, using for text-book purposes, books like the following and others:**

Sherwood Eddy—Facing the Crisis.
Kirby Page—Christianity and economic problems.

Gains and Losses

The last Year Book ending April 30th, 1930, shows that our Canadian Associations have made percentage gains during the year in the following items:

Total membership of	4.8%
Net property and funds	11.1%
Endowment funds	45.3%
Membership dues	3.6%
Subscriptions or contributions	12.8%
Organized groups	29.7%
Boys' camp attendance	12.2%
Bible Study enrolment	0.6%
Decisions for Christian life	28.6%
Operating expenditures	1.1%

and decreases in the following:

Number industrial members	22.8%
Number employed officers	4.7%
Property debt	4.7%
Gymnasium class enrolment	9.4%
Attendance religious meetings	4.5%
United with the church	4.1%

Trends

The following paragraphs outline some encouraging developments that seem to be taking place in some degree in our movement.

1. An increasing interest in the spiritual elements of the programme on the part of young men in the Association and elsewhere; an emphasis upon worship; a growing realization that the most important objective is a growing fellowship with God through Jesus Christ.
2. A scientific trend, upon the part of employed officers and leaders, which shows itself in a desire to base our faith and our programmes upon tested foundations, to develop these programmes through experimental use, and to determine more nearly accurate methods of testing results.
3. A developing appreciation of the greater possibilities inherent in our programmes for the development of Christian character by means of activities, such as: Meetings of discussion groups; services of worship; camps; games; athletics and acts of service; also an understanding, through experience, of how these same activities, improperly conducted, may become detrimental to good characetr results.
4. The wider use of the radio for social programmes in Association buildings, and in broadcasting special and regular social, religious and physical programmes.
5. A very general effort to overcome the problems arising out of a departmentally organized Association, which has developed a considerable amount of misunderstanding on the part of the members of the Association, who have more often than not looked upon the Y.M.C.A. as a school or an athletic club. Studies and experiments are taking place that should result in a unified organizational approach, on our part, to the membership, and a more balanced programme result to them.

Regional Conferences

Last year's Annual Meeting approved of holding Regional Conferences in different sections of the country instead of a National Convention. It was found impracticable to carry out this plan in Western Canada and the Maritime Provinces, but two such were held in Central Canada, described as follows, the responsibility for organizing same being placed on two secretaries of the Home Division:

Western Ontario Conference

This conference was organized and conducted by a special committee appointed by a group of the National Council members of this area, and Mr. Norman Slater,

Vice-President of the Council, was elected Chairman.

There were twenty Associations and branches represented at the conference by seventy-seven young men, twenty leading committeemen and members of Boards of Directors, also twenty-seven employed officers, totalling one hundred and twenty-seven. This group of Association leaders from all sections of the membership made possible a unified approach to the major problems of the Association and tended to develop a sense of fellowship between the younger and the older members.

The following statements of some of the laymen present at the event are suggestive of the conference's values:

The young man said:—"In the discussion group we seem to have moved above the ordinary plane of thinking, and discussed God, Religion, Fellowship. This was the physical men's group, but the physical activities were almost forgotten. What did religion mean to us? Were our thoughts on it hazy? How could it be brought out on the gym floor? I think we realized that it was necessary for us to build up our own convictions, educate ourselves so that our way of thinking would be genuine and not hazy, and to live in a manner that would be an example to others. Try at least to reach toward Jesus' standards instead of bringing Jesus to our lower standard. It's going to be a great battle for those at the conference who realize the part that is theirs and who will contribute even in a small way toward a better Christian Era.

The older men of course had experience that we can still look forward to, and their help from time to time contributed much to help the inexperienced men.

I have never studied the Bible except for a few passages here and there, but I began to feel that I was missing something. I have now begun to systematically read the New Testament and find it is very helpful, besides being very pleasurable reading. I feel that I am getting a better understanding of God, Christ, Religion, and Life. I feel as if I had learned much that would build me up and help me grow to be a better Christian."

One layman said:—"The theme proposed was 'to make effective the Christian task of the Association sin Canada.' It was an effort to deepen the spiritual life of the whole movement. The task appeared, perhaps, more formidable because in most Associations there seems to be a shifting of emphasis . . . . . .

At the conference an attempt was made to bring the membership of our Associations face to face with these, the real issues of life, and to magnify the word Christian in the Association's title. We are in the habit of referring to the Association as the "Y" as if the "Y" were the whole institution. This is characteristic of the age . . . . . The Association recognizes its mission to guide, to help, to train and to strengthen young men for the assumption of responsibilities and the discharge of duties that will come to them in later years. This is an age in which strong men are needed to guide the world's affairs. It was this emphasis that made the Guelph Conference impressive."

The other layman said:—"I went to Guelph thinking that it was in some sense a substitute in our district for a National Convention, and was consequently impressed, first of all by the fact that instead of there being only a small proportion of youth present, with older men predominating, in this conference young men were decidedly in the majority. I count this a hopeful omen.

The conference was noteworthy to me also in that it seemed, in its discussion of the Mission and Message of the Young Men's Christian Association, to be running along the main track of the Association's real purpose, and not down perhaps interesting but more or less extraneous side-lines.

This being the case, the consequent values were, I thought, greater than the average in many such meetings. I am satisfied that many young men were helped in having intellectual religious difficulties relieved, and I think the whole conference was faced with the fact that the Young Men's Christian Association is trying to deal with the main issues and some of the chief problems of life. If the Association is to be a factor in helping solve the great social perplexities of these days it must first, I believe, keep its foundations solid, and I think this Conference helped to that end."

Eastern Ontario and Quebec Conference

This conference was held in the Southwestern Branch building, Montreal. Two hundred and forty-four delegates attended, representing Associations in Peterborough, Belleville, Kingston, Ottawa, Sherbrooke, Quebec City, and Montreal. The plan of organization provided for twelve separate Association groups and organizations, each conducting its own sessions and reporting to the whole conference at the final period.

Comments made since the conference indicate that in addition to being an inspiration to many of the individuals who attended, it helped greatly to develop a sense of fellowship, and unity in the Associations among the various elements and groups in the membership. It also strengthened among the various local Associations represented the sense of solidarity and unity in the great fellowship of our Movement.

The promotion and organization of the conference by a regional committee of the National Council, with Dr. E. M. Best as Chairman, demonstrated a service on behalf of local Associations which apparently has been appreciated in many quarters.

One or two personal comments and some excerpts from the report of the Committee, which reviewed the conference, follow:

"On the whole I think the conference was very well set up and worth while. Dr. Eddy's address is what most impressed our High School group. The physical arrangements at the Verdun Association were about ideal, and much praise is due the Montreal secretaries, laymen, and the National Council for the very efficient and courteous manner in which the whole conference was carried on. All our representatives will report back to their several groups. In addition, we will have an enlarged Board of Directors meeting next week at which representatives from each of the two groups who attended the conference will make a report."

"My frank opinion of the recent Regional Conference is that it was a very satisfactory one indeed. If a similar event could be held in Montreal annually it would make a very great contribution toward the enrichment of the program of our branches."

"Many said that to hear the speeches alone would have made the conference worth attending."

The Committee wishes to express its very great satisfaction with the conference. It is a general opinion that it was one of the most effective conferences any of us had attended.

The inspirational features were much appreciated and provided a desirable balance to the discussion groups.

The reports of the groups showed that there had been a definite carrying over from the theoretical questions to their programs. They also indicated a wide range of interest.

The idea of organizing the groups around the already organized groups of the Associations was felt to be a distinct advantage.

It was felt that the organizing of such a conference was a very important procedure for unifying the work of all the Associations around the central purposes of the Association."

MEN'S WORK SECTION

The Men's Work Committee concerns itself chiefly with services to local Associations. These services are planned to initiate, carry forward and enrich local Association programmes with men. The various means to these ends are: An intimate correspondence with the field; personal visits of the secretary to the local Associations for speaking, coaching and assisting in local conferences and other events of their programmes; inter-Association conferences and councils of young men; establishment of relationships with national agencies working in the same field; the study of the needs, tendencies and methods of the programmes within the Association's field of younger and older men; the results of these studies being passed on to the Associations.

Typical Young Mens Conference.

Services Rendered to Local Associations, Directly by Visitation:

Your secretary has visited forty different Associations, and in a number of cases made return visits during the year. In general terms these visits were for the purposes of counselling, coaching, speaking and leading individual secretaries and groups of both secretaries and laymen, in committees and conferences.

The preparation and circulation of programme materials such as the following:

Outlines of typical local programmes and outlines of Adult Education.

Local staff and committeemen's programme-making conference outlines.

Programme evaluation and interest-finding methods and forms.

Lists of actual interests of young men.

Reports of important conferences.

The Y's Men's Club Movement:

Following the official recognition of this organization by our Council in February, 1930, steps were taken to co-operate more closely with its officers to strengthen and extend it. The secretary of this committee took advantage of a trip to Western Canada in the late winter and spring, to speak to a number of secretaries and groups of laymen about organizing Y's Men's Clubs. One western and one eastern Association club has been chartered during the year and other Associations are considering the organization of clubs.

The Y's Men's Movement in Canada has twenty-four clubs with about eight hundred members, but it should soon be extended to every Association.

We take this opportunity to congratulate Mr. Newton Thompson, who is one of the directors of the Belleville Association, upon his election for the second year, to the Presidency of the International Movement of Y's Men's Clubs, and we express our appreciation of his loyal and devoted service to his fellows through the Y's Men's Movement. We also express our hearty appreciation of the loyalty, devotion and spirit of the many other Christian laymen of the Y's Men's Movement both locally and internationally. We should do everything possible within our power to extend the usefulness of this Y.M.C.A. organization which so fully shares our objectives.

The Y.M.C.A. National Council of the United States officially recognized the clubs of Y'sdom in its annual meeting held in Chicago last October.

The Young Men's Council:

Twenty-One Associations of Ontario work together, through this Council, in promoting work with their young men. It is a self-governing group of younger laymen within the age range of seventeen to twenty-six years, counselled by the secretary of this committee.

During the past year its chief activities were:

Held three meetings of the Council.

Produced a number of issues of its official organ—"The Dynamo."

Promoted and conducted, at the Y.M.C.A. Park, an inter-Association Young Men's camp for fellowship and leadership training; twenty young men from ten Associations being in attendance. The event was largely a worship experience with character and training values.

Conferences as Means of Programme-Planning, Experience Reporting, Fellowship and Inspiration:

Staff Assistance was given to a number of local staff and committee men's programme-planning conferences in Ottawa, London, Guelph, Hamilton, Vancouver and New Westminster; this practice is becoming more general and is highly commended.

Young Men's conferences were held in Saint John, Edmonton, Toronto, Vancouver; In Eastern Ontario, Quebec, and Central and Western Ontario the regular Young Men's Conferences were merged with the two Regional Conferences. It is estimated that over five hundred young men attended these inter-Association events. While the smaller groups raised, and thoughtfully discussed many of their baffling problems in the areas of the present social order, of home, sex, church, business and industry, there was also an expressed desire on the part of the younger men, to get a clearer conception of God, Jesus, prayer, faith, the Kingdom of God, and responsibilities to other people. They also sought a deeper motivation that would make the implications of the foregoing conceptions effective in daily life experience. Some of us have a conviction that the time has arrived when emphasis should be placed more definitely upon encouraging our young men to more largely share with many others, the significance and meaning of Christlike living, and to help them more definitely to integrate life about a definitely Christian philosophy.

Military Hospital and Militia Camp:

The Toronto Association continues to serve acceptably, the group of wounded veterans at the Christie Street Military Hospital, to which one secretary gives full-time service.

A Y.M.C.A. programme was conducted by the Halifax Association again, at the Aldershott camp in Nova Scotia; the National Council provided an amount in its budget to cover the expenses.

No other requests for service were made by the district Militia organizations; In anticipation of such, however, enquiries were made of a number of local Associations regarding their ability to provide personnel in case they were needed, but, without exception, a negative response was received. Apparently minimum staffs, heavier local summer programmes along the line of our ing of the staffs are largely the immediate causes for the position taken while a few Associations have stated that they are definitely opposed to rendering this service under any circumstances.

In line with the last annual meeting's resolution in the interests of peace-mindedness, the programmes of the Associations have included a number of activities planned to develop a better understanding of other peoples, and an attitude of friendship toward them. These events included;—The discussion of topics on world relations and racial problems by groups, and addresses by outstanding speakers to Y's Men's Clubs, and other groups of members; the Educational work of the Foreign Service division in bringing to Canada outstanding national and returned

Y.M.C.A. secretaries should be highly commended in this connection. Also the Port Immigration work in welcoming the peoples of other lands to our shores, is making a contribution to this end. The distribution of periodicals like "World Youth" and the publications of the Foreign Work Bulletins, and the use of lantern slides are helpful in acquainting our members with the values in the cultures of other peoples.

Some of our Associations are using the discussion outlines of the coming World's Conferences, such as "What should be the policy of the Association in international relations?" and "Preparing boys and men for their national, international, inter-cultural and inter-racial relationships." These should be very helpful in our peace education programme.

The Canadian Young Men and the First World's Young Men's Conference:

Canada is to be signally honoured by the holding of this conference in Toronto and by the presence of nearly seven hundred young men and their leaders, from all parts of the world.

A number of groups of young men in Canada are now using the materials prepared for this conference, as the basis of their programmes. The Men's Work Committee has been working out a plan that will give an equitable distribution of delegates, to the whole country. It will also share in other responsibilities connected with this important gathering and in the conservation of its values for our Canadian work with young men.

The International Council of Youth:

This event was held in Toronto in June, when over two hundred young men and women of Canada and the United States, with their leaders, gathered for a week of conference. This group represented practically all the leading denominational bodies, the Y.W.C.A. and the Y.M.C.A. The conference was a project of the International Council of Religious Education under the leadership of Dr. Percy Hayward, formerly a leader in the Boys' work of the Canadian National Council, Y.M.C.A.

As an Association. we officially shared this conference with the other organizations, by appointing William Woodrow of Toronto as our representative, while your secretary took some part in its leadership.

Tendencies:

The following furnishes a brief statement of some of the current tendencies within the areas of the committee's responsibility; these have been in evidence during the past year, some to a large extent while others are only just emerging:

1. A slowly developing recognition of the importance, to young men in particular, of programmes that will bring them face to face with the outstanding social, economic and international issues of the day, making them cognizant of the facts, making clearer the ethical issues at stake, and leading them to take action to improve the situation in harmony with Christian principles.
2. The carrying forward of the Young Men's Christian Associations along with the general movement in adult education, to strengthen the efforts on the part of the Association, to discover liberal and creative activities which will make life more zestful for young men within its influence.
3. The organization of more self-governing groups of young men who are accepting a larger measure of responsibility for initiating their own programmes and sharing their interests and activities with other groups. Also the tendency of Associations to recognize the capacity of these younger laymen for service by giving them opportunities to serve on leading committees and boards of directors.
4. The putting into effect, by more Associations, of a more systematic and efficient counselling and guidance programme for young men.

Recommendations:

1. That since the Y.M.C.A. membership of industrial men has decreased 22% during the past year and recognizing the growing place of industry in Canadian life, and the fundamental importance of stressing the human element in industry and the relations of the workers to life as a whole; The dangers to character induced by the machine and "big-power" and by the increased amount of leisure time available, the committee recommends:
   a. That all Canadian Associations take steps to determine the number of industrial workers reached by their programmes, as compared with the opportunity for Y.M.C.A. service in that field; and that programmes be prepared with a view to meeting the need revealed by such study.
   b. That Conferences of local employers of industrial labour be called by the Y.M.C.A.'s in order to interest them in programmes that are planned to emphasize the social and Christian implications of industry for men employed in industrial occupations.
2. That whereas tewnty-four Canadian Associations have established Y's Men's Clubs, and whereas these clubs have already demonstrated their ability to enlist and hold representative senior members in a Christian character-building programme, we heartily commend this type of club to each Association and suggest that the necessary steps be taken to investigate its values and, wherever possible, stimulate the organization of such a club.
3. That whereas the founders of the Young Men's Christian Association were young men in their early twenties, and whereas great numbers of young men within the membership of the Association today, who are not adequately challenged to service tasks in keeping with their capacities, we urge that the Associations do more generally challenge them to serve on leading committees and Boards of Directors.
4. That the Associations take into account the probable values, to their programmes, of the Adult Education Movement, especially with reference to informal cultural educational activities such as courses and discussions on: international problems, social issues, public speaking, home building, et cetera. Community committees on adult education may be sponsored by local Young Men's Christian Associations.
5. That we endorse the proposal of the Ontario Young Men's Council, to hold a young men's conference in the spring of 1931, embracing the Associations of the Province of Ontario.
6. That, when geographical conditions make it possible, groups of Associations be encouraged to hold annual conferences of their leading laymen and members of Boards of Directors, for the purpose of inspiration, fellowship and mutual helpfulness upon the various problems with which they are faced.
7. That the Associations explore the possibilities for a wider use of the radio:
   a. In receiving the better musical and educational programmes in their social rooms.
   b. In broadcasting special and regular Y.M.C.A. social, educational, devotional and programmes of physical education.

BOYS WORK SECTION

Mr. Taylor Statten, Chairman

During the year our Committee reluctantly accepted the resignation of Mr. Egerton Lovering who had rendered valuable service as Chairman for several years. Mr. Taylor Statten, at one time National Boys' Work Secretary, was elected to succeed him and is now our Chairman.

The Committee has attempted to stimulate and help local Associations to maintain effective character educational service with adolescent boys; to promote special character education projects such as Boys' Conferences; to co-operate with other agencies in extending character education among adolescent boys in our own and other lands; to study trends and movements, processes and methods, opportunities and needs, with a view to keeping character education among the boyhood of the Nation as an ever-present challenge before our Association Movement generally.

In its service to local Associations the Boys' Work Committee, through its staff, has paid sixty-two personal visits, varying in duration from hours to days, to forty different local Associations and has visited sixteen boys' camps or camp sites.

Typical Hi-Y Boys Conference

The forms of service rendered by the committee through its staff have included:

Conferring with local staffs, boards of managements, committees and groups of volunteer leaders and of members regarding various phases of our service with boys, such as purpose, program activities, leadership, evaluation and measurement of results.

Consulting with local groups of older boys (such as Hi-Y Clubs and Employed Boys' Brotherhoods) regarding aims, organization and work.

Observation of boys' camps in operation and conferences with camp directors, camp committees, staffs, and volunteer leaders before, during and following camp.

Participation in and leadership of or direction of older boys and young men's district conferences.

Giving addresses on many phases of Association boys' work and on related subjects such as educational psychology, vocational guidance, sex education, religious education, to various organizations and audiences, such as, Boards of Directors, Father and Son banquets, church congregations and organizations, Y's Men's Conventions, high school assemblies, etc.

Correspondence, distribution of literature and suggestions, and other routine services from headquarters.

Attendance at and special service to various meetings and conferences as, for instance, the Annual Midwinter Conference of Boys' Work Secretaries, the conference on the religious emphasis in work with boys held annually at Springfield College, the annual program conference of the National boys' work staffs of the two North American National Councils, the second Canadian Conference of Younger Railway Men at Winnipeg, the Western Student Christian Movement Conference, our own Summer School and Study Conference, the Regional Association Conference at Guelph, the Provincial Conference of High School and Employed Boys at Kitchener, North American Employed Officers' Conference, the executive and program committees for the third General Assembly on Y.M.C.A. Work with Boys to be held in 1932, and others. The secretary gave time to organizing, promoting, and directing the Regional Conference for Eastern Ontario and Quebec held in Montreal. He also gave several weeks to attendance at the meeting in Geneva which prepared materials for study in anticipation of the World's Assemblies in 1931.

On behalf of the Association Movement, the Committee has co-operated throughout the year with other agencies interested in religious education among adolescents, as in attendance at many meetings of various co-operative Boards and Committees, national and provincial and in the resulting services and responsibilities. In this connection considerable time was given in co-operation with representatives of other organizations to the preparation of a new hymnal for youth, which was published during the year under the title "Songs for Worship" and is now in use in many Associations. An excellent collection of hymns and material for services of worship, it should find widespread acceptance and use in our Movement.

Emphasis has been laid with local Associations on the desirability of close and helpful co-operative relationships with the churches in their communities. Many local Associations continue to make available their equipment and leadership for other boys' work organizations. One of the most noteworthy services rendered in this direction is the promotion of and conduct of leadership training courses for boys' workers.

The education of boys in world friendship and the opportunity for our boys to contribute towards the support of our work in other lands have been prominent features of the boys' work of many local Associations. At this writing a special effort among boys to raise a "Be Our Guest Fund" of thirty-five hundred dollars with which to assist ten boy delegates from other lands to attend the 1931 World Assembly of Y.M.C.A. Boys' Workers in Toronto next July, has been almost completed. The boys of 43 Associations have contributed. This is in addition to the annual contributions from boys towards our regular foreign work budget.

Three of the major concerns of our committee are the promotion of general interest and participation in the third World Assembly of Y.M.C.A. Workers Among Boys which is to be held in Toronto, special attention to strengthening still further the important work being done by many Associations through boys' camps, and encouraging the study of and the development of a sound, modern, practical curriculum for Association work with boys.

(1) Problems which form the core of program for the World Assembly include considerations of our aim in boys' work, how to help boys come to know God, the development of leadership adequate to our task, and the promotion among boys of international and intercultural friendliness. Many local Associations are using the study outlines issued by our World's Alliance to help in preparation for intelligent discussion of these questions at the

Assembly. They are also giving serious thought in many cases to methods of selection which will secure the very best boys and leaders as delegates.

(2) Visits to boys' camps, mentioned earlier, revealed general improvement during the past few years in many directions. Equipment is better, leadership more experienced and able, activities planned further in advance of actual needs and less on the spur of the moment. Many are conscious, however, of tremendous opportunities for improving the work and extending the scope and influence of boys' camps. Three main salients for attack are evident—

(a) Expert study and counsel are needed to make sure that our camps exemplify the best word in health and safety arrangements. Sanitation, culinary arrangements, food supply must be nothing less than the very best if we are to continue to serve the public through boys' camps.

(b) Then, to afford merely an outing to boys is no longer good enough. Some Associations are concentrating on ways of making the boys' camp in the best and broadest sense truly an educational experience for their boys. They consciously plan their programs from this point of view.

(c) Some believe that the emphasis should be shifted from the boys to their leaders. Camps would then be laboratories for the training of leaders in boys' work. The boys themselves would benefit by more consecrated and better trained leaders and the Association would be using an unsurpassed means of recruiting training and using volunteer leaders. If any Association had as many leaders in as many hours of training and service in its regular year-round program as it takes for granted in camp, it would consider it the central feature of its year's work.

Our Committee has authorized the appointment of a sub-committee to give special study to means of improving Association boys' camps.

(3) In moving from the standardized four-fold program of activities for boys, which was so popular a few years ago, toward the religious education of boys through activities based on their own interests, some leaders have felt a lack of definiteness and clearness. They want to be sure these activities actually contribute, or are so conducted as to contribute toward the central purpose of the Associations. There is real need for leadership in developing an Association curriculum in boys' work which at the same time that it starts with interests also takes into account the conflicts and adjustments boys are facing in their every-day experiences with life, as well as the convictions of leaders, parents, teachers, and the best thought of the adult world as to what boys need to learn in order to become useful, happy Christian citizens. The Committee is seriously attempting to help in this process of developing an experience-curriculum for Association boys' work.

PHYSICAL EDUCATION DEPARTMENT

Mr. Samuel Rogers, Chairman

For many years the Young Men's Christian Association has been in the very forefront in physical activities, giving leadership to communities and to the nation in physical education. During the last two decades however, universities and colleges, with high schools and the church, to say nothing of many enterprising business clubs, have entered this field and the Association cannot any longer be said to lead.

In the realm of building Christian citizenship there is a field in which there will be very little competition and with trained Physical Directors the Y.M.C.A. can give outstanding service to the whole church where Christian leadership should promote and control all programs of physical activities and health education.

A review of the 1930 activities in the Associations gives an indication of what has occupied the attention of the National Physical Education Committee and the National Secretary during the year.

Swimming and Life Saving:

There is now a total of 247 qualified swimming and life saving examiners registered. 202 Junior Life Savers and 114 Senior Life Savers, 29 Master Swimmers and 5 Master Life Savers received diplomas during the year. In addition, 152 men secured the Medallion of the Royal Life Saving Society. The Heroic Medal was presented to J. Hunter Courtenay of St. John's, Newfoundland, for a notable rescue.

Leaders' Corps:

363 Leaders passed the test in the annual examinations and 292 met all requirements for registration; 24 received the Graduate Leaders' Crest and Certificate for having successfully completed four years training in the Leaders' Corps. 274 Leaders attended district Leaders' conferences in the Prairie Provinces, Ontario, British Columbia and the Maritimes.

Physical Directors' Societies:

Three conferences were held in Ontario and the Prairie Provinces. The National Physical Directors' Society held one meeting in Detroit and three sessions during the Summer School.

Hexathlon:

3,258 Juniors and 650 Seniors, representing 26 Associations, competed in the annual Hexathlon tests. Gordon Smallcombe of Toronto West End, and George Creasy of Winnipeg led in the high individual scores. Toronto West End secured first place in Class "A" in the International, with Winnipeg second, while Orillia, Ontario, was first in Class "C". These Hexathlon competitions form the basis of indoor track work for the winter.

The Athletic League:

The Athletic League, under the leadership of John G. Near as chairman, closes a successful year, registering over 2,500 athletes. Seven Consuls in the various provinces supervise the League activities. Dr. J. A. Gillespie, Dr. J. S. Bricker, W. A. Alldritt and J. H. Crocker represented the interests of the Athletic League at the Annual Meeting of the A.A.U. of C. at Vancouver in November. Many Y.M.C.A. athletes have won high places in competitions—H. Ceiman, Toronto Central, the walking championship of North America; P. Thorsen of Winnipeg. Canadian individual gymnastic championship. The Y.M.C.A. supplied a large number of competitors for the British Empire Games, especially boxing and wrestling, the latter being particularly successful, Canada winning every event.

Dunlop Trophies:

In British Columbia, Ontario, Quebec and Ottawa Valley, and the Maritime Provinces districts the Dunlop Trophy competition created splendid interest in five-mile road racing.

The trophies provided in future will remain as permanent trophies for competition and will not be won outright.

Gymnastics:

Teams from Winnipeg, Hamilton and the Toronto Y.M.C.A., made the National A.A.U. Tournament a great success. This has reflected in our own work, particularly in Leaders' Corps training in many Associations.

A survey of the Association program in Canada suggests that the Physical Departments need to emphasize particularly six different phases of their work:

1. A closer study of Boys' Work Secretaries and Physical Directors for an adequate physical program for boys. Responsibility should be accepted for some part of the program by each individual boy and organized groups developed so that the greatest possible character results may be obtained.

2. A change in the type of work is necessary among young men. Self-governing clubs should be organized, a democratic method of producing a program should be placed before each group. Some responsibility for promoting and developing this work should be felt by each individual. The same organization should carry out into other phases of life interests beyond the physical.

3. Associations should secure a national convition regarding the place of competition among their members. Some progress needs to be made so as to guide Associations in the solution of representative teams and indi-

viduals, and a settled policy with reference to the Association's place in using such competitors to represent the Association. No such competition would be completed without a broader basis of intra-mural competition within the Association so that every individual member might have the stimulating effect of participating in some phase of competition.

4. Far greater use of our swimming pools must be sought by increased interest in swimming programs, the teaching of swimming and the promotion of life saving among both boys and men. Physical Department committees should seek to promote as interesting a program in the swimming pool as they now have in the gymnasium.

5. The securing of better trained Physical Directors so that our program will emphasize in every activity the character-building processes and health education. That we will apply methods of testing which will give reasonable assurance of the success of this program.

6. A definite health education program so that every member might be given reliable information as to the cause and effect of growth and decay, need of well balanced diet, exercise for body recreation and mind rest; the danger of infection and the science of cleanliness, the community responsibility of each individual. Proper sex education for boys and young men should constitute one phase of such aprogram. No more fertile field exists in the world for service than the realm of health education.

PERSONNEL DIVISION

Dr. E. M. Best, Chairman

FUNCTION

The function of the Personnel Division is to assist local Associations and where necessary to act on their behalf in all matters pertaining to the selection, placement, transfer, certification, training and retirement of secretaries.

A year ago the report which was presented to the National Council contained a gratifying record of progress during 1929 and action was taken at that time looking to higher standards in the selection of new men. The report which follows reviews further steps which have been taken since, and surveys briefly the work of the Personnel Division during 1930.

SIGNIFICANT GENERAL ADVANCES DURING THE YEAR

1. New Certification Standards Effective September 1, 1931.

It will be recalled that at the last meeting of the National Council action was taken, advising the International Board of Certification of our readiness, subject to certain reservations, to have the minimum educational requirements for new candidates raised to college graduation. Similar action had been taken earlier by the National Council of the United States, and in March, 1930, after careful consideration by the International Board of Certification, the new provisions were finally adopted to become effective September 1, 1931. As an evidence of the desire of the Canadian Associations to meet the new standards, it may be pointed out that selection practice during the past year showed a considerable advance over previous years. Of the new entrants for 1930, 56% exceeded the present educational minimum of high school graduation and 29% were graduates of universities or Y.M.C.A. colleges. For the movement as a whole the corresponding figures now stand at 43% and 15%.

2. Experimental Use of Tests for Selection Purposes.

For four years the Y.M.C.A. College at Chicago has been experimenting with the use of tests as a means of selecting men for the secretaryship. The tests provide information regarding mental ability, types of interests, capacity for executive work, and emotional stability, all of which are recognized as important elements among the qualifications of a candidate for Association work. During the past year the Personnel Division has made considerable use of these tests in counselling with younger secretaries and individual applicants. The major emphasis, however, has been upon securing standards by which the fitness of new men may be accurately determined. To this end the entire student body of the Summer School and the staff of the Montreal Association took all the recommended tests. Their scores, together with those which it is hoped to secure from other representative groups, will furnish us shortly with something like national norms against which the scores of new men may be checked.

3. Improvement in Staff Administration Through Local Personnel Committees and Staff Studies.

Up to the present, 13 Associations have appointed local Personnel Committees and 11 others have named one of their directors as a special Personnel Representative. As part of its service of assisting such committees and individuals, the Personnel Division has developed a procedure for local staff studies, including such items as job analysis, supervision and training, staff organization, staff morale, salary schedules, community relations, etc., and studies of this kind have already been completed for the Windsor, Ottawa and St. John Associations. These and several other Associations during the year have made significant contributions toward the development of local personnel policies which may be expected to guide similar undertakings elsewhere.

4. Restudy of the Place of the Summer School in the Total Plan of Secretarial Education.

One of the major projects facing the Personnel Division is that of developing a carefully co-ordinated plan of secretarial education, which will include within its scope university and college courses at pre-entry level and continuation training through such agencies as the Summer School, the various professional societies and the local staff training centres. During the past year attention has been directed chiefly to the Summer School and as a result of considerable study by the Committee and wide consultation with secretaries, several important changes in policy have been introduced.

5. The Extension of the Fellowship Training Plan.

An important question which still remains unanswered is that of the type of college training which is to be recommended for Canadian secretaries. At the present time a University and Y.M.C.A. College course are considered equally acceptable training alternatives, and there are now 19 students taking University courses and 22 others in Y.M.C.A. Colleges, all preparing to enter Association work. Obviously there is certain vagueness here regarding the relative importance of general and specialized training in the preparation for the secretaryship. What should be the relation between the two? Granted that some specialized training is desirable, should this be provided at high school or college graduate level? And finally, should this specialized training be offered in Canada or should we continue to depend upon the Y.M.C.A. Colleges of the United States? The Personnel Division has been studying this whole question but up to the present is not prepared to make a definite recommendation. It is important, however, to observe that during the past year there has been an increase in the number of students enrolled in the Fellowship Training plans at Toronto and Montreal and that the Hamilton and Halifax Associations have under consideration the inauguration of similar plans in conjunction with McMaster and Dalhousie Universities. The fact that at the present time 41 men are enrolled either in University or Y.M.C.A. college courses in preparation for Association work is also worthy of note.

6. Increase in Secretarial Salaries.

As was suggested in the report of the Personnel Division two years ago, insistence upon a more adequately trained secretaryship necessarily raises the question of

First Year Students at Summer School, August 1930.

remuneration. The Association is not a profession which men enter in the hope of earning large salaries. Its appeal is to those who wish to invest their lives in a worthy cause and are willing to regard financial returns as a secondary consideration. And yet it is only fair that such men should receive a wage which will not only repay them for the cost of thorough preparation, but also will enable them to provide a reasonable standard of living for their families. The situation in the Association movement with regard to secretarial salaries at the present time is not one with which we can remain satisfied. The median salary for all secretaries in September, 1930, was $2,138, or $62 less than the amount which competent social authorities have stated is the minimum for a reasonable family income. The encouraging fact, however, is that in a very difficult year, the level of salaries for Canadian secretaries did actually rise. The increase, it is true, was limited to general secretaries and the median amount was only slightly over $100, but the trend is in the right direction and provides evidence of the Association's willingness to pay for adequate leadership. The present economic depression is forcing Associations to face realistically the problem of retrenchment. It is gratifying to note that while some staff adjustments have been necessary in consequence, salaries, except in one or two instances, have not been reduced. Such a policy, it cannot be too strongly stated, is essentially sound and will serve to retain for the secretaryship men of superior ability, who might otherwise be lost to the movement.

SUMMARY OF PRINCIPAL ACTIVITIES OF THE PERSONNEL DIVISION DURING 1930

1. Selection, Placement and Transfer of Secretaries.

Interviews and correspondence took place with upwards of 50 young men desirous of entering Association work, and careful inquiry through the use of personal history reports, rating scales and psychological tests was made regarding their qualifications.

Relations were maintained with University officers, the Student Christian Movement and the Boys' Work Board with a view to discovering college students and Tuxis leaders who might be interested in the Association as a life work.

Through visits, correspondence, etc., an effort has been made to keep before the local Associations their responsibility and opportunity for discovering potential secretaries among the young men who have contact with the local program.

In connection with 34 vacancies which occurred during the year, the Personnel Division advised regarding suitable men and endeavoured to use each such opportunity as a means of raising the level of the secretarial group.

Considerable progress was made during the year in gathering more adequate data regarding the present group of employed officers and important changes in the system of cumulative records maintained in this connection have been under consideration.

Assistance through interviews and correspondence was made available to the Personnel Committees and Personnel Representatives in 24 Associations with regard to the development of adequate local policies.

2. Certification of New Entrants.

The Certification plan adopted at the International Convention of 1922 as a means of safeguarding the secretaryship against the admission of incompetent men is administered and promoted in Canada by the Personnel Division. During 1930 15 applications for Certification were received and 10 men, some of whom had applied previously, were certified up to December 31st.

3. Training.

The Summer School and Study Conference held at Couchiching each year is one of the important responsibilities of the Personnel Division. A strong Committee under the chairmanship of Dr. Chas. W. Bishop has made a study of the place of such training in the total plan of secretarial education and, as mentioned above, a number of important changes in policy were introduced in 1930.

Visits were made to 22 Associations during the year and through this means as well as through correspondence and the circulation of literature and suggestions, help was given to local staffs, personnel committees and boards of directors throughout the country with regard to staff practice and plans for year-round secretarial training.

Personal interviews were held with upwards of 130 secretaries, the majority of which had special reference to matters of education and growth. A large number of these interviews were with younger secretaries and have led definitely to decisions with regard to college education or other forms of continuation study.

A counselling relationship has been maintained with the students at present enrolled in the Y.M.C.A. Colleges at Chicago and Springfield and in the Fellowship groups at Montreal and Toronto. Special attention has also been given to the recruiting of students for these courses.

4. Studies and Research.

The pressure of more immediate responsibilities up to the present has prevented adequate attention to undertakings of this kind—some of which are essential for progress in the personnel procedures of the movement. The foundation, however, has been laid in improved records and reports, and definite provision will, it is hoped, be made in the plans for 1931 for several important studies which have been under consideration. As it is, a beginning has already been made and studies in progress or completed during 1930 include the following: (a) A study of secretarial tenure, salaries and educational level by positions and section of the country. (b) A survey of opinion in the movement with regard to the place of the Summer School in secretarial education. (c) Reports of the experimental use of tests among Summer School students and the Montreal staff. (d) A survey of reading, con-

ferences and other means of secretarial growth as reported through a questionnaire. (e) A study of staff policy and practice in three representative Associations.

5. International Relations.

No report would be complete which did not make reference to the connection of the Personnel Division with various international bodies dealing with personnel. Through this means the Personnel Division has aimed to make a contribution to a number of joint enterprises in which Canada and the United States are both concerned. Acknowledgment, however, should also be made of the obligations we are under to the movement in the United States in this connection, particularly their Personnel Division, from whose generous assistance we have benefitted in many ways.

Among these international organizations may be mentioned: the Conference on the Association Profession, which meets annually to deal with matters pertaining to the advancement of the profession; the Council on Training Agencies, which at the present time is studying the whole question of secretarial education; the Committee of Summer School Representatives, which deals with problems of summer school training; the Federation of Training Centers, which has to do with improving local staff training methods; and the International Board of Certification, which has to do with standards for entrance into the secretaryship.

FOREIGN DIVISION

Mr. W. S. Leslie, Chairman

Function of the Foreign Division.

The Foreign Division is the vehicle by which the National Council of the Associations of Canada co-operates with the National Council of the Associations of the United States in pioneering and developing Associations in various lands. Our Foreign Division has a National Foreign Committee composed of twelve men, who are members of the Joint Foreign Committee of the two Councils and three of whom are members of the Joint Executive. The Canadian Committee has met three times during the year and has been represented at all the meetings of the Joint Executive and of the Joint Foreign Committee at New York.

International Educational work in our Associations.

The educational work done by this Division aims not only at securing financial support for the work abroad, but also at stirring up general interest and giving intimate knowledge of other peoples and their relations in the family of nations.

Eight secretaries with experience in foreign lands, have addressed approximately 50 different groups, attended by about 2,760 members and have had at least 140 personal interviews: Gerald Birks of the Far East; A. L. Miller of India; Gordon Avison of Korea; Herbert Handley of Egypt; Harry White of India and the Home Base; Fletcher Brockman of the Far East; Sherwood Eddy of the Home Base; D. J. Van Bommel of Europe.

Five Nationals visiting Canada have addressed approximately 46 different groups attended by about 2,630 members and have had at least 30 individual interviews: Ren Ebisawa of Japan, S. M. Choi of Korea, Robert Buell of Ceylon, and R. Girgis and John Kirmiz of Egypt.

The following laymen rendered unique and fruitful service outside their own communities: Mr. W. W. Fry, Chairman of the Joint Foreign Committee, visited Montreal and addressed a meeting of influential business men. Mr. Francis Harmon, President of the National Council of the United States, visited Montreal and Toronto, meeting groups and individuals. Mr. W. S. Leslie, as Chairman of our Canadian Committee, visited Saint John, Halifax and Hamilton, meeting groups and individuals.

To these may be added approximately 200 groups with 5,000 members and more than 500 personal interviews by the Secretary of the Foreign Division.

We must add also valuable, though more informal talks and personal interviews by more than 225 laymen and 125 secretaries in securing financial support from some 8,000 persons in about 80 different Associations and cities. Still further, in estimating the extent of the International Educational work promoted by not only the Foreign Division but the whole Association movement of Canada, we must include the numerous discussion periods and special feature events in regular group programs and in conferences of young men and boys, considerable use of slides, exhibits and general travel material in the Boys' departments; and the wide use of our own Foreign Work literature such as Foreign Flashes, which goes regularly to thousands of key men in all our Associations.

Summarizing, there has been definite purposive effort with some 300 groups, some 10,000 members and many more than 700 personal interviews and thousands of informal personal conversations and discussions about international good will and co-operation. In at least 50% of the groups and interviews, there were questions and answers.

The Associations have been much better served this year. Colonel Gerald Birks spoke in Vancouver and Calgary; Mr. Robert Buell of Ceylon in Associations between Field and Winnipeg; Messrs. Leslie and Van Bommel in the Maritimes; those between Quebec and Windsor have had numerous visitors; and the Secretary has visited almost all.

Staff.

There have been no changes in Canadian personnel serving abroad this year, the following men still being our representatives:

India: Chas. Paterson, Wallace Forgie and Leonard Dixon.

China: J. L. McPherson, Ernest Taylor and L. E. McLaughlin.

Korea: Gordon Avison and Arthur Bunce.

Japan: H. S. Sneyd, G. S. Patterson and C. Ernest Trueman.

South America—(Uruguay): Jas. L. Summers.

Far East: Gerald Birks, Clarence Nelson (Secretary).

The Committee was able to send two men this autumn to pioneer the work in Siam from which requests have come for many years for this assistance. The Royal family are backing the project and the missionaries have turned over to the Association a building in which the program will centre.

From the total foreign staff abroad some have been demobilized. One new man has been appointed to China—the second new secretary to that country in nine years. The total staff abroad now stands at about 143.

Recommendations.

1.—The placing of larger emphasis on International relations in conferences and in regular Association programmes.

2.—Still further use of literature and speakers on the foreign work in order to educate our own membership and others whom we can reach. This to include the idea of a "World Service" week in as many Associations as possible.

3.—The cultivation of personal contacts with our representatives abroad and the support in whole or in part of such individuals by local Associations.

4.—Further efforts to enlist the intelligent interests of the boys, especially cultivating those in the summer camps.

5.—The holding of campaigns for regular efforts for raising funds early in the year with special emphasis on securing earlier payments from interested supporters even in cases where the main canvass is of necessity held late in the year.